

March 27, 2014

The City responds to IAFF proposals as set forth in the attached chart summarizing IAFF's proposals to date. The City proposes the following, which includes counters to IAFF's proposal detailed in the attached Chart. The City submits proposals on the below subjects.

1. [Side Letter] Remove BC's from Bargaining Unit [Discussion delayed]
2. [Side letter] Eliminate Work Down
3. ~~Cross Staffing~~ [Withdrawn by City]
4. [Side letter] Eligibility Lists for Fire Engineer and Captains
5. [Side letter] Light Duty Days
6. [Side letter-4.06] Constant Minimum Staffing
7. ~~Eliminate D Step Upon Promotion~~ [TA]
8. [1.11] 15% differential
9. [2.02] Eliminate CTO
10. [2.03] Eliminate CTO
11. [2.10] 15% differential
12. [2.01] Salary Adjustment [3-27-14]
13. [2.13] Professional Enrichment [3-12-14]
14. [2.09] Bi-Lingual Pay [3-12-14]
15. [2.05] Strike Team Pay
16. ~~Standby pay elimination~~ [Withdrawn by City]
17. [Side letter] Driver's license
18. 2.15] Medical Insurance Cost Sharing [3-12-14]
19. ~~Sick Leave~~ [TA]
20. [3.02] Vacation Leave
21. ~~Direct Deposit~~ [TA]
22. [3.01] FI Rest and Recovery [3-27-14]
23. ~~Maternity Uniforms~~ [TA]
24. ~~K-9 pay~~ [TA]
25. [1.07] Term and Effect [2-19-14]
26. [New Article] Discipline [2-19-14]
27. [4.09] Grievances [3-12-14]
28. [2.17] Retirement [3-12-14]
29. Side Letter termination [To be submitted]
30. [3.01] Add Maternity Leave [3-27-14]
31. [1.02] Article 1.02 [3-27-14]
32. [1.05] Article 1.05.II.B [3-12-14]
33. [Side letter] RMT [3-12-14]

The City reserves the right to provide amend, modify, withdraw proposals, and/or to provide additional new proposals during the negotiations.

**CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING SALARY ADJUSTMENTS**

PROPOSAL # \_\_\_\_\_  
DATE: March 27, 2014

**CITY PROPOSAL:**

The City makes the following proposal regarding salary adjustments. This proposal is contingent upon acceptance of (and part of package) with the City's proposal on RMT and medical benefits cost sharing. The City reserves the right to modify, add, or delete any part of this proposal including withdrawing the package and reverting back to the last formal proposals.

**CONCERN:**

The City seeks to be prudent and financially responsible in providing salary increases to IAFF members. The City is still facing financial difficulties.

**CITY PROPOSAL:**

City of Chula Vista proposal to IAFF:

The following shall be added to Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph I:

A. Salary adjustments shall be made as follows:

1. In the first full pay period following IAFF ratification and City Council Approval of an MOU via resolution, IAFF represented employees shall receive a one-time stipend in the amount of \$1200. This stipend shall be non-PERSable.

In the alternative, IAFF may elect to apply the \$1200 stipend set forth in paragraph 1, to the RMT. Application of the stipend to the RMT must be for all members.

2. In the first full pay period of July 2014, all IAFF represented employees shall receive 1%.
3. In the first full pay period of July 2015, all IAFF represented employees shall receive 1%.
4. The stipend and wage increase set forth above shall not be retroactive and implementation of the terms shall begin the full pay period following IAFF ratification and City Council approval of an MOU via resolution.

**RESULT:** The City provides additional compensation in a manner that is fiscally prudent during challenging financial times.

[End]

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING WORK PERIOD [ARTICLE 3.01]

PROPOSAL # \_\_\_\_\_  
DATE: March 27, 2014

**CITY PROPOSAL:**

**CONCERN:**

**CITY PROPOSAL:**

Article 3.01 shall read as follows:

**3.01 WORK PERIOD**

I. Fire Suppression – Members of represented classifications assigned to this division shall work on a 56-hour week, three platoon basis. The duty schedule shall include eight (8) 24-hour shifts (totaling 192 hours) in a twenty-four (24) day duty cycle. Each 24-hour shift will begin and end at 7:30a.m.

The City has enacted the 7K exemption for Fire Suppression personnel as permitted under the Fair Labor Standards Act. This includes a 24-day work period which coincides with the 24-day duty cycle described in the previous paragraph.

II. Non-Fire Suppression – Members of represented classifications which are assigned to the Training Division, Prevention Division, and other 40-hour work week assignments shall work 40 hours per week.

The work period (week) for non-Suppression personnel is a fixed and regular recurring period of 18 consecutive hours (7 consecutive 24-hour periods). The work week for non-Suppression personnel begins at 12:01 a.m. on Friday morning and ends at 12:01 a.m. the following Friday morning.

Represented members in Non-Fire Suppression assignments may request to work "Alternative Work Schedules" as provide for in Human Resources Policy 912.

III. Fire Investigator Rest and Recovery Period – It is the purpose and intent to provide guidelines to Fire Investigators and their supervisors to ensure that Fire Investigators receive an adequate rest period before work shifts in order to perform their work duties in a safe and efficient manner. This section is a "work in progress" and this section may be modified at any time by the City upon written notice from the City to IAFF as part of a meet and confer process. It is the intent of the City and IAFF to allow Fire Investigators to have seven (7) total consecutive hours for rest and recovery prior to returning to work.

If a Fire Investigator has worked their normal shift (10 hours) in any given 24-hour shift period and is called back to work before the start of their next normal shift and works no less than four (4) consecutive hours after midnight; or if a Fire Investigator is called into work outside of their normal work shift, and as part of that working period, the Fire Investigator does not have at least seven (7) consecutive hours of rest (midnight to 0700) prior to the beginning of their normal work shift then the Fire Investigator has the option to take up to seven (7) consecutive hours off for rest. The City will provide administrative leave, hour-for-hour up to a maximum of four (4) hours, for rest period hours that extend into the employee's normal work shift. The employee may take leave for the remaining rest period hours that also extend into the employee's normal work shift hours. This proposal does not allow a Fire Investigator to voluntarily leave an active fire investigation scene for rest without supervisor approval or to miss a court appearance.

The aforementioned seven consecutive hours the Fire Investigator may take will begin when the Fire Investigator has completed their investigation for the evening and has transmitted their overtime report via email to their supervisor prior to leaving, as is the practice. The employee shall also inform their supervisor of the rest and recovery time they will be taking off. Section III applies only to the following work periods: starting at 12:00 am on the first regularly scheduled day of work and ending at 5:00 pm on the last regularly scheduled day of work. For example, if an employee works four (ten hour) days Monday through Thursday, then the employee would be eligible for rest and recovery time for hours worked starting Monday at 12:00 am and would not be eligible after Thursday at 5:00 pm. Thus, if the employee is called back called back any time between Thursday at 5:00 pm and Sunday 11:59, they would not get rest and recovery time. Section III does not apply to hard holidays, which the employee has off, starting at 12:00 am of the hard holiday and ending 24 hours later.

#### **RESULT:**

The City moves towards IAFF's position to provide seven consecutive hours of rest and recovery for fire investigators prior to returning to work the next day.

[End]

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING MATERNITY LEAVE

PROPOSAL # \_\_\_\_\_  
DATE: March 27, 2014

PROPOSALS:

IAFF submitted a proposed maternity leave policy. The City currently provides leave in compliance with State and Federal law. IAFF expressed a concern about which work schedule an employee would be on while on leave because of birth or termination of the pregnancy and proposing a 40 hour work schedule. The City submits the following counter regarding maternity leave based upon IAFF's concern.

| CONCERN:

The City must be cautious and prudent in its use of public monies.

PROPOSAL:

1. The following shall be added to Article 3.03 Sick Leave:

“I. An employee, who has given birth, or at termination of their pregnancy, and is out on leave, may elect to either be on a 40-hour schedule or 56-hour schedule while out on said leave. The employee shall notify their Supervisor of their decision as to which work schedule will be used during their leave, the pay period prior to being out on leave or, if unable to do so because of unexpected medical reasons, as soon as possible. Any change in schedule shall be effectuated to begin in a complete pay period. There shall be no changes during portion of pay periods. In the absence of an employee election, the employee shall be on a 56 hours schedule.

RESULTS:

The City moves towards IAFF position on this issue and continues to be cautious and prudent in the use of public monies.

The City and IAFF TA on this proposal:

For City:

For IAFF

\_\_\_\_\_  
Name and Date

\_\_\_\_\_  
Name and Date

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING 1.02 RECOGNITION

PROPOSAL # \_\_\_\_\_  
DATE: March 27, 2014

**CITY PROPOSAL:**

IAFF made several proposals regarding 1.02. The City counters as follows.

**CONCERN:**

Article 1.02 should accurately reflect classifications represented by IAFF.

**CITY PROPOSAL:**

The City recognizes local 2180 as the certified representative for safety employees in the City of Chula Vista who are employed in the classifications of Fire Fighter, Fire Fighter Paramedic, Fire Engineer, and Fire Captain, Fire Inspector 1/Fire Investigator, Fire Inspector II/Fire Investigator, Senior Fire Investigator/Fire Investigator, and Fire Prevention Engineer/Fire Investigator, hereinafter referred to as "represented employees" or "employees."

**RESULT:**

The Article reflects classification represented by IAFF.

[End]

MARCH 27, 2014

CITY RESPONSE TO IAFF PROPOSALS FROM 3-12-14

3-12-14 IAFF PROPOSAL		CITY RESPONSE	
2.01-SALARY ADJUSTMENT		CITY REJECTS BUT COUNTERS WITH REVISED #12	
2.02 OVERTIME		CITY REJECTS BUT COUNTERS WITH #9 AND #10	
2.06 STANDBY		CITY REJECTS	
2.09 BILINGUAL PAY		CITY REJECTS, BUT COUNTERS WITH #14	
3.01 WORK PERIOD		CITY REJECTS, BUT COUNTERS WITH REVISED #22	
3.10 UNION LEAVE BANK		CITY REJECTS	